

# House File 101 - Introduced

HOUSE FILE 101

BY A. MEYER

## A BILL FOR

1 An Act providing for a teacher recruitment and retention task  
2 force.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1     Section 1.  TEACHER RECRUITMENT AND RETENTION TASK FORCE.

2     1.  The director of the department of education shall  
3 establish and convene a teacher recruitment and retention task  
4 force consisting of the following:

5     a.  The director of the department of education or the  
6 director's designee.

7     b.  The executive director of the board of educational  
8 examiners or the executive director's designee.

9     c.  Four members of the general assembly, with one each  
10 designated by the majority leader and minority leader of the  
11 senate and the speaker and minority leader of the house of  
12 representatives.

13    d.  The following members who shall be appointed by the  
14 director of the department:

15       (1)  Three school administrators representing urban, rural,  
16 and suburban school districts.

17       (2)  Three practitioners employed in shortage or high-need  
18 areas by a school district, an area education agency, or an  
19 accredited nonpublic school.

20       (3)  A practitioner preparation consultant in the department  
21 of education.

22       (4)  An Iowa teacher shortage or high-need schools  
23 specialist or consultant in the department of education.

24       (5)  Four representatives of approved public and private  
25 practitioner preparation programs, not more than two of whom  
26 shall represent institutions governed by the state board of  
27 regents.

28       (6)  A representative of the school administrators of Iowa.

29       (7)  A representative of the largest statewide certified  
30 employee organization representing Iowa teachers.

31       (8)  A representative of an area education agency who  
32 specializes in remote learning.

33    2.  a.  The director of the department of education and the  
34 executive director of the board of educational examiners, or  
35 their designees, shall serve as ex officio, nonvoting members.

1     b. The legislative members shall serve in an ex officio,  
2 nonvoting capacity and are eligible for per diem and expenses  
3 as provided in section 2.10.

4     c. The department of education shall provide staffing  
5 services for the task force.

6     3. The task force shall, at a minimum, consider proposals  
7 for expanding, improving, and retaining the supply of quality  
8 teachers to meet the increase in demand; develop or identify  
9 proposals for increasing diversity in Iowa's well-qualified  
10 teacher workforce and for retaining highly effective teachers  
11 who provide in-person and remote instruction statewide;  
12 review best practices in teacher recruitment and retention,  
13 the appropriate level of rigor in practitioner preparation,  
14 practitioner licensing options and standards, nontraditional  
15 preparation options, qualifications for substitute teachers,  
16 principal support, classroom autonomy and working conditions,  
17 and appropriate teaching workloads and assignments; review  
18 trends in practitioner preparation enrollment and statewide  
19 teacher employment and measures to alleviate geographic and  
20 social isolation; review the impact of concurrent enrollment on  
21 teacher employment; study the adequacy of resources available  
22 to teachers, recruitment and retention incentives, competitive  
23 compensation, and the impact of the Iowa teacher career paths,  
24 leadership roles, and compensation framework; review national  
25 trends and best practices in recruitment and retention,  
26 especially in shortage and high-need areas; and identify and  
27 study any other barriers preventing individuals from entering  
28 or remaining in the teaching profession.

29     4. The task force shall submit its findings and  
30 recommendations in a report to the governor and the general  
31 assembly no later than November 15, 2021.

32                                   EXPLANATION

33                   The inclusion of this explanation does not constitute agreement with  
34                   the explanation's substance by the members of the general assembly.

35     This bill directs the director of the department of

1 education to establish and convene a teacher recruitment and  
2 retention task force.

3 The task force membership consists of six ex officio,  
4 nonvoting members: the director or the director's designee,  
5 the executive director of the board of educational examiners  
6 or the executive director's designee, and four members of the  
7 general assembly who are eligible for per diem and expenses.

8 The voting members, who are appointed by the director,  
9 include three school administrators representing urban, rural,  
10 and suburban school districts; three practitioners employed  
11 in shortage or high-need areas by a school district, an  
12 area education agency, or an accredited nonpublic school; a  
13 department practitioner preparation consultant and a department  
14 teacher shortage or high-need schools specialist; four  
15 representatives of approved public and private practitioner  
16 preparation programs, not more than two of whom shall  
17 represent regents universities; a representative of the  
18 school administrators of Iowa; a representative of the largest  
19 statewide certified employee organization representing Iowa  
20 teachers; and a representative of an area education agency who  
21 specializes in remote learning.

22 The bill directs the task force to consider proposals for  
23 expanding, improving, and retaining the supply of quality  
24 teachers to meet the increase in demand; to develop or identify  
25 proposals for increasing diversity; to review best practices in  
26 areas specified by the bill; to review trends in practitioner  
27 preparation enrollment and statewide teacher employment  
28 and measures to alleviate geographic and social isolation;  
29 to review the impact of concurrent enrollment on teacher  
30 employment; to study the adequacy of available resources; to  
31 review national trends and best practices in recruitment and  
32 retention, especially in shortage and high-need areas; and to  
33 identify and study any other barriers preventing individuals  
34 from entering or remaining in the teaching profession.

35 The department of education shall provide staffing services

1 for the task force.

2     The task force shall submit its findings and recommendations  
3 in a report to the governor and the general assembly no later  
4 than November 15, 2021.